



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
EIGHTH ARMY WIGHTMAN NCO ACADEMY
CAMP JACKSON, KOREA
UNIT #15351
APO AP 96258-5351

EAHC-NCOA

31 May 2013

MEMORANDUM FOR ALL WIGHTMAN NCO ACADEMY ASSIGNED SOLDIERS

SUBJECT: Commandant's Policy #2, Fraternalization; Student/Cadre Relationships

1. Policies:

a. Relationships between Soldiers of different rank that involve, or give the appearance of partiality, preferential treatment, or the improper use of rank or position for personal gains is prejudicial to good order, discipline, and high unit moral. It is Army and my policy that such relationships will not be tolerated. Certain relationships between enlisted Soldiers may be inappropriate. In a school environment Instructors and Cadre are in a position of authority therefore just because a certain relationship does not break the law, does not mean it is acceptable or appropriate nor will it be tolerated.

b. Within the military, certain structures demand closer scrutiny because of the greater risk that they will involve partiality or an abuse of authority or the appearance of either. This academy is one of those structures. Military personnel have always closely controlled relationship between trainers and students. The relationships are regulated in a very restrictive manner. Relationships between permanent party personnel and WLC students not required by the training mission are strictly prohibited. Specifically, cadre members will not develop personal or social relationship with students. The only relationships between students and instructors, which are appropriate, are those which are necessary to ensure students meet graduation requirements.

c. Personal, intimate or social relationships between senior and subordinate Soldiers of the same unit or between Soldiers closely linked in the chain of command or supervision are unprofessional and will not be tolerated. They are fraught with the possibility of actual or perceived favoritism, and are, therefore, potentially destructive to discipline, authority, morale, and Soldier welfare.

EAHC-NCOA (31 May 2013)

SUBJECT: Commandant's Policy #2, Fraternization, Student/Cadre Relationships

d. Cadre and students must conduct themselves in a professional manner at all times. Any action that gives even the impression of a personal relationship is wrong. Cadre members suspected of having social relationships with former students within 90 days of a student's graduation will be considered for AR 15-6, UCMJ Actions and re-assignment from Camp Jackson.

e. Instructors are required to present an impeccable image as moral, professional, and uncompromising role models. Using first names for both cadre and students is prohibited. Making suggestive comments or using profanity by students or cadre is prohibited. Physical abuse, verbal abuse, sexual harassment, or racial comments will be treated as a serious incident report and be reported within one hour to the Commandant.

f. Soldiers coming to this Academy as students must feel safe from harassment of all types. Making suggestive and offensive comments to any Soldier is prohibited. Any Soldier observing or receiving harassment must report it as soon as the situation presents itself. This report will go directly to the Commandant. Those who fail to report incidents will be considered as accessories to the incident itself.

2. Procedures:

a. All personnel must be sensitive to this type of behavior and neither participates nor condones such practices at this Academy.

b. Any violation of this policy by a member of the military may be the basis for disciplinary action, non-judicial or judicial punishment under the Uniform Code of Military Justice, Article 92 (1), 10 USC, Section 892 (1), or appropriate administrative action.

c. Due to the transient nature of students and the need to resolve their problems quickly so that they may concentrate on their studies, students will address problems directly to the Chief Instructor of the respective course. The Chief Instructors will report the complaint verbally to the Commandant within one hour. Anyone perceived as impeding, covering up, or slowing down the process will be severely dealt with. Chief Instructors will personally brief all cadre and students prior to each new class enrollment.

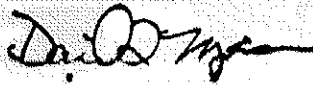
d. Even the perception of a violation of this policy, especially where suggestive or offensive comments are made, discredits the professionalism of the entire Academy. All personnel must know that I will go the distance to protect anyone who is in the right; I will go just as far as to eradicate anyone who is wrong

EAHC-NCOA (31 May 2013)

SUBJECT: Commandant's Policy #2, Fraternization, Student/Cadre Relationships

e. Civilian employees, cadre, and students of this Academy are charged to protect the organization from discredit in their relationships. Common sense, good judgment, and moral correctness will guide you to avoid situations that can embarrass you, result in a divorce, subject you to UCMJ actions, or cause you to receive a Relief for Cause NCOER.

f. Contact the Commandant or Deputy Commandant for clarification of any situation about which you have questions or concerns. If in doubt, ask for guidance.



DAVID L. MORGAN
CSM, USA
Commandant

